



Client: Federal Bureau of Investigation

Project: Z-Card Pocket Guide

Project #: 17FBI041

Deliverable: Final Draft Creative Brief

Date: November 14, 2016

Background

Live events continue to be important tools in the FBI Applicant Coordinators (ACs) recruitment strategy. A live event allows interaction with potential candidates to learn about the exciting and diverse career paths within the FBI.

However, as technology advances, large print materials are being phased out in place of small, information-intensive pieces for ACs to distribute to event attendees. Pocket-sized Z-Cards are great vehicles for this as they provide a handy, lightweight format using a 3.5" by 5" accordion-fold design. This allows room for extensive content and images on both the front and back, offering ease of use and a less cumbersome option to promote the agency instead of a large-format brochure.

Objective

- Provide ACs with a small, handy, brochure-type printed piece that promotes the career options within the agency and offers comprehensive information about FBI roles and responsibilities, eligibility and hiring and physical requirements.
- Design the piece to hand out to potential applicants at live events without having to weigh them down with cumbersome materials.

Strategy

- Design an accordion-fold, pocket-sized comprehensive brochure to distribute that is lightweight and offers quick access to information.

Audience

The FBI audience strategy is complex, and includes targeting based on subject matter expertise, familiarity with the FBI and stage of life. The target audience is 18- to 34-year-old professionals who are passionate about and have experience or education in the following subjects:

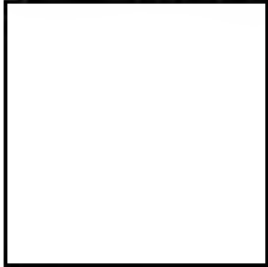
- Computers/Network Administration/Computer Engineering
- Information Technology
- Management Consulting
- Accounting
- Finance
- Security
- Science
- Engineering
- Others as needed.



Tactics




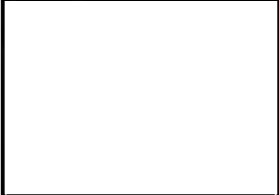
HORNE will deliver two “look and feel” cover options based on the new website design and the existing creative campaign: “A Career Like No Other.”

Subject Matter Experts



b6

RACI List

- Responsible: HORNE
- Accountable: 
- Consult:  and 
- Informed:
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Final Approving Authority



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Copy/Content Message Background

KEY CHALLENGE(S)

- Lack of awareness of the diversity of career options available at the FBI.
- Lack of knowledge of the rigorous selection process and the requirements to apply.
- FBI cannot compete on salary, so the main point of differentiation from the private sector is the mission.

EMPLOYEE VALUE PROPOSITION (EVP):

The FBI stays ahead of the threats through leadership, agility and integration.

The key pillars/messages for FBI's overall strategic plan for the next three to five years:

Capability:

- Focus on Leadership in Every Aspect of the FBI
- Incorporate Intelligence in All We Do
- Enhance Cyber Capabilities
- Improve Organizational Agility
- Strengthen Partnerships

Technology:

- Improve Information Technology
- Deploy Innovative Solutions

Talent:

- Promote a Culture of Transparency and Accountability
- Transform Recruitment and Hiring
- Improve Workforce Development
 - Focus on Diversity, Skill Gaps and Leadership
 - Attract and Retain Better Talent

Stewardship:

- Improve Stewardship of Resources

EMPLOYER BRAND CHARACTER

- This is a career like no other!
- As the foremost domestic, intel-driven agency, FBI hires only the best and the brightest. Our intelligence, background, experiences and attitude are what make us the FBI.
- If working for a mission-driven organization and having a fulfilling and varied career is important to you, the FBI is the place for you. You can have multiple careers inside of FBI. The first step is getting in.
- Our mission is to hire the right people who will help us get ahead of threats.
- Our mission is to protect the American people and we do this in many ways.

EMPLOYER BRAND COMPETITORS

The FBI's competitors and what's important to know about them:



- NSA: “Where Intelligence Goes to Work” — Similar positions, multiple analysts, engineers, cyber and mathematicians.
- CIA: “We Hire Amazing People. Like You.” Aggressive in pursuing STEM and cyber security experts.
- Lockheed Martin: “You are Meant to Make a Difference.” Aggressive in pursuing linguists, intelligence analysts and cyber security experts.
- MITRE: “Use Your Skills and Passion to Build a Career.” Hiring analysts, cybersecurity, IT and engineers.

Copy/Content Message

- Background information: Current FBI — A Career Like No Other brochure.
- Word count (TBD) — Standard word count for a Z-Card front: up to 2,000 words with photos; back: up to 2,000 words). NOTE: Because this piece needs to immediately attract a potential candidate’s attention and, because of its extensive size (when opened), rely on infographics and bullet points to convey the brand message, which will reduce the word count and provide visual direction and appeal.
- Tone — Inspiring, refer back to employer brand character background listed above.
- Infographics — Use infographics as much as possible to represent the content graphically. For example, for career paths, use a split image of a person identifying his or her career path on one side (Special Agent, Intelligence Analyst, Linguist, Accountant, etc.) and his or her specialty (STEM, Cyber, etc.) on the other side. The point is to show that anyone with any background can go into each of these career paths/specialties at the FBI.)
- Mission Priorities:
 - Protect the United States from terrorist attacks.
 - Protect the United States against foreign intelligence operations and espionage.
 - Protect the United States against cyber-based attacks and high-technology crimes.
 - Combat public corruption at all levels.
 - Protect civil rights.
 - Combat transnational/national criminal organizations and enterprises.
 - Combat major white-collar crime.
 - Combat significant violent crime.

Content Outline

- 1) Background and milestones of the FBI. [COPY: Refer to the strategy snapshot pyramid.]
 - Mission and Vision
 - Why the agency was formed.
 - Timeline: <https://www.fbi.gov/history/timeline>
- 2) Career Paths — Matching attributes of candidate character, experience requirements broken down, opportunities for growth (educational background desired, years experience needed, where it could take you within the FBI) and other pertinent information.
 - Disqualifiers as it applies to all career paths and specialties, where needed.
 - Operations and Intelligence:
 - Special Agents



- Intelligence Analysts
 - Language Analyst
 - Surveillance
 - Specialized Career Paths:
 - STEM
 - Arts and Communications
 - Accounting and Finance
 - Business Analysis and Administration
 - Facilities and Logistics
 - Legal
 - Medical and Counseling
 - Police and Security
 - Students and Internships
- 3) Locations — Field offices, Headquarters.
- 4) Hiring Process
- 5) FBI Employee Life — Exciting opportunities/experiences/advantages.

Creative Requirements

- Size: Z-Card accordion fold (folded: 3.5 x 5”; Flat: 31.25 x 13.25”; two-sided).
- Print
- Four-color.
- Full bleeds.
- 508 pdf for use on the website.
- Photos
- Follow the new campaign that has been adapted from FBI’s *A Career Like No Other*.

- **[LOGOS]**

FBI Seal

FACEBOOK www.facebook.com/fbi

TWITTER twitter.com/FBIJOBS

YOUTUBE www.youtube.com/user/fbi

LINKEDIN www.linkedin.com/company/fbi

[DISCLAIMER]

<https://www.fbijobs.gov/equal-opportunity>

Technical Requirements

- 508-compliant version required for eventual inclusion on the FBIJOBS.gov website (TBD).

How the client will use the Deliverable: (TBD)

Primary use — print

ACs will pass out the Z-Card at live events.

Schedule



Task	Plan Start	Plan Complete
Creative Brief	10/24/2016	11/9/2016
Copy	11/15/2016	12/14/2016
Layout	12/15/2016	1/16/2017

NOTE: The following is the final, government-approved schedule for completion of this project on time and on budget. Delays or changes due to government action or inaction may impact schedule and cost.

CAREER PATHS AT THE FBI

A Career Like No Other

At the FBI, we do complex work to achieve a simple mission: protect the American people and uphold the US Constitution. Today, that translates to multiple careers for people with diverse backgrounds who all work to keep their communities and the nation safe.

Operations and Intelligence Careers

Special Agents

- Investigate over 200 different categories of violations related to national security and federal law.
- Investigations can include bank robberies, terrorism, corruption, cyber-crime, organized crime, espionage, drug trafficking and more.
- Never a typical workday — may be called upon to follow a specific individual or group of people and observe their activities for an extended period of time.

BACK COVER

Intelligence Analysts

- Analyze information and make recommendations.
- Knowledge and strategies help identify and combat threats.
- Collaborative networks with state, local and federal partners and with members of the Intelligence Community help mitigate risks before they happen.

Language Analysts

- Knowledge of other cultures and languages can help protect the nation against threats.

- Work with a team to defend the country against foreign counterintelligence threats, cases of corruption, espionage, cybercrime and other unlawful offenses.

- All FBI Linguists begin their careers as Contract Linguists.

Surveillance

- Gather intelligence to identify domestic and international threats.
- Work alongside case agents to discreetly gather intelligence in support of ongoing counterterrorism, foreign counterintelligence and criminal investigations.
- Work in a team environment outside of a typical, ordinary office setting.

Specialized Career Paths

Science, Technology, Engineering and Mathematics (STEM)

- Work with advanced technologies to address unique investigative and intelligence challenges not found in the private sector.
- Expertise applies to accounting, forensic science, computer technology, cyber security, electronics, economics, finance, biometrics, encryption, data science, information technology, mathematics, chemistry, computer forensics, biology and more.
- Primarily work within the Laboratory Division, Operational Technology Division, Cyber Division, Criminal Justice Information Services (CJIS) Division and the Information Technology Branch.

Arts and Communication

- Degrees in arts and communications fields lend their creative skills to remedy practical problems within FBI operations.
- Support the mission of keeping the US safe through clear communications; strong, impactful visuals; and much more.
- Career fields vary in scope but generally fall into the following categories: Audio-visual; photography; communications; and graphic and physical design.

Accounting and Finance

- Manage interagency funds across Bureau departments.
- Accomplishing investigative goals by following the money trails of organized crime units.
- Two tracks. The first track is administrative—dealing with customer-focused and departmental jobs in finance, accounting, fiscal planning, reporting and budgeting. The second deals with accounting skills in the intriguing and complex investigative capacity of forensic accounting.

Business Analysis and Administration

- Provide support to the highest levels of the FBI.
- Boost efficiency and are the backbone of our organization.
- Wide range of professional functions, ranging from executive assistants to management consultants.

Facilities and Logistics

- Maintain and support the operations of FBI infrastructure and facilities.
- Provide program support for the FBI's facility management, acquisition, construction and renovation activities.
- Logistical support through mail services, warehousing/freight services, telecommunications services, printing and graphics services, security electronics, professional media services, IT infrastructure support and vehicles to all FBI customers.

Legal

- Advise the FBI on international and domestic law enforcement and intelligence investigations.
- Work with FBI employees at all levels, advising on a broad spectrum of legal and legislative challenges affecting international and domestic law enforcement and intelligence operations, investigations and policies.
- Legal professionals have the opportunity to use their skill sets to become Special Agents and Intelligence Analysts.

Medical and Counseling

- Use expertise to aid operations and ensure FBI personnel are prepared physically.
- Special Agent Paramedics, Occupational Health Nurses, Employee Assistance Counselors and Mental Health Assessment Specialists possess unique knowledge, skills and experiences that are highly valued by the FBI.
- Work in settings throughout FBI operations—both in the office as well as in the field—to protect the American people.

Police and Security

- FBI police and security professionals work together to keep FBI employees safe.
- Administer security programs.
- Establish procedures for processing security requests and provide security training to the workforce.

INFOGRAPHIC OF 3 POSSIBLE CAREER PATH OPTIONS? OR HOWEVER WE CHOOSE TO SHOW THIS...

CORE VALUES [BANNER OR SIMILAR SPANNING THE GRAPHIC]

RESPECT, FAIRNESS, COMPASSION, ACCOUNTABILITY, INTEGRITY, LEADERSHIP, RIGOROUS OBEDIENCE TO THE CONSTITUTION, DIVERSITY

FRONT COVER

FBI'S MISSION, VISION, PRIORITIES

Mission

The mission of the FBI is to protect the American people and uphold the Constitution of the United States.

Vision

Ahead of the threat through leadership, agility and integration.

Priorities

- » Protect the United States from terrorist attack.
- » Protect the United States against foreign intelligence operations and espionage.
- » Protect the United States against cyber-based attacks and high-technology crimes
- » Combat public corruption at all levels.
- » Protect civil rights.
- » Combat transnational/ national criminal organizations and enterprises.
- » Combat major white-collar crime.
- » Combat significant violent crime.

In addition to FBI headquarters, located in Washington, DC, there are 56 FBI field offices located in major metropolitan centers across the United States. Each covers a defined geographic region and is responsible for all FBI operations in that region.

Additionally, the FBI has international offices around the globe. These offices — called legal attaché or legats — are located in US embassies.

Headquarters: Washington, DC					
Field offices:					
Albany, NY	Cincinnati, OH	Jackson, MS	Miami, FL	Oklahoma City, OK	San Antonio, TX
Albuquerque, NM	Cleveland, OH	Jacksonville, FL	Milwaukee, WI	Omaha, NE	San Diego, CA
Anchorage, AK	Columbia, SC	Kansas City, MO	Minneapolis, MN	Philadelphia, PA	San Francisco, CA
Atlanta, GA	Dallas, TX	Knoxville, TN	Mobile, AL	Phoenix, AZ	San Juan, PR
Baltimore, MD	Denver, CO	Las Vegas, NV	New Haven, CT	Pittsburgh, PA	Seattle, WA
Birmingham, AL	Detroit, MI	Little Rock, AR	New Orleans, LA	Portland, OR	Springfield, IL
Boston, MA	El Paso, TX	Los Angeles, CA	New York, NY	Richmond, VA	St. Louis, MO
Buffalo, NY	Honolulu, HI	Louisville, KY	Newark, NJ	Sacramento, CA	Tampa, FL
Charlotte, NC	Houston, TX	Memphis, TN	Norfolk, VA	Salt Lake City, UT	
Chicago, IL	Indianapolis, IN				

EMPLOYMENT ELIGIBILITY

Disqualifiers

To meet eligibility requirements for employment, you must not violate any of the below employment disqualifiers:

- » Non-US citizenship.
- » Conviction of a felony (**Special Agent candidates only:** conviction of a domestic violence misdemeanor or more serious offense).
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the US Government.
- » Failure of an FBI-administered orinalysis drug test.
- » Failure to register with the Selective Service System (for males only, exceptions apply).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the US government by force.
- » Failure to pay court ordered child support.
- » Failure to file federal, state or local income tax returns.

Next Steps

Once you have received and accepted a conditional job offer, the FBI will initiate an intensive background investigation. The preliminary employment requirements include:

- » Polygraph examination.
- » Test for illegal drug use.
- » Credit and records checks.
- » Extensive interviews with former and current colleagues, neighbors, friends, professors, etc.

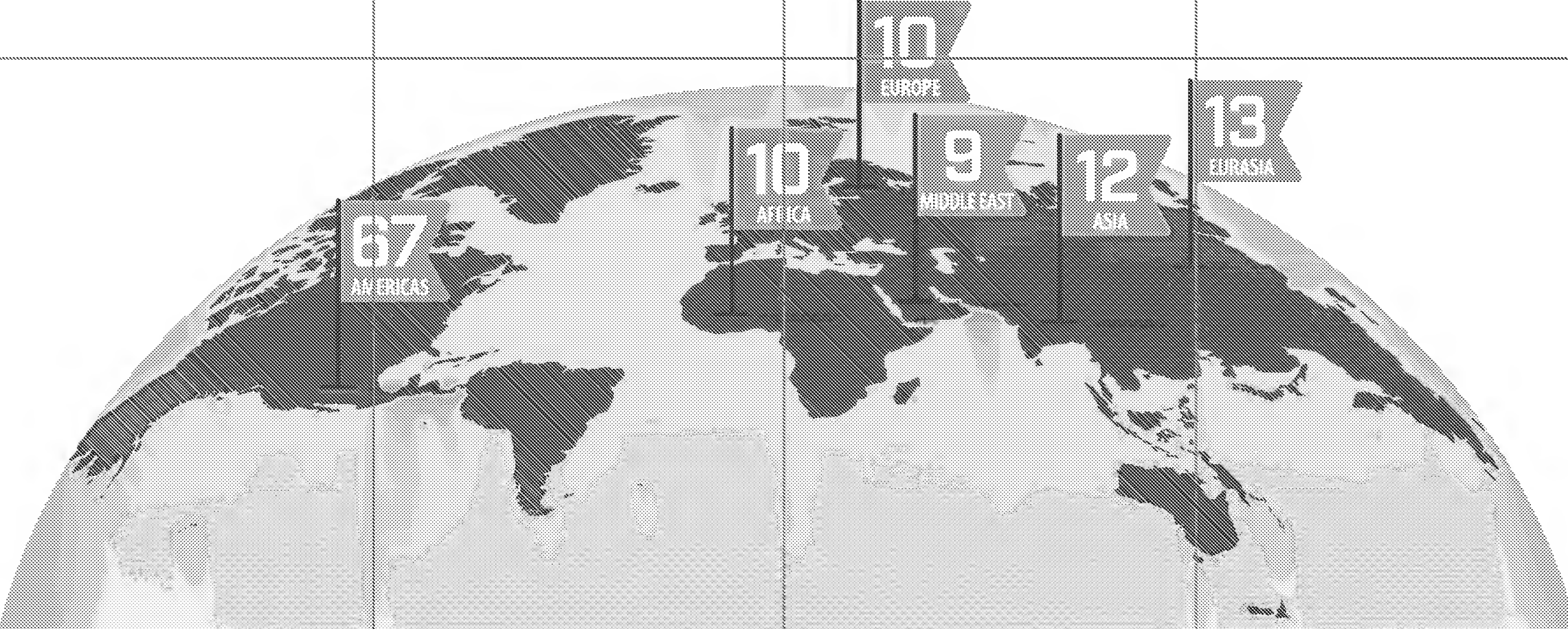
EMPLOYEE LIFE: WE ARE ONE FBI

The FBI is an organization like no other. We strive to protect American citizens while upholding the Constitution of the United States, both at home and abroad.

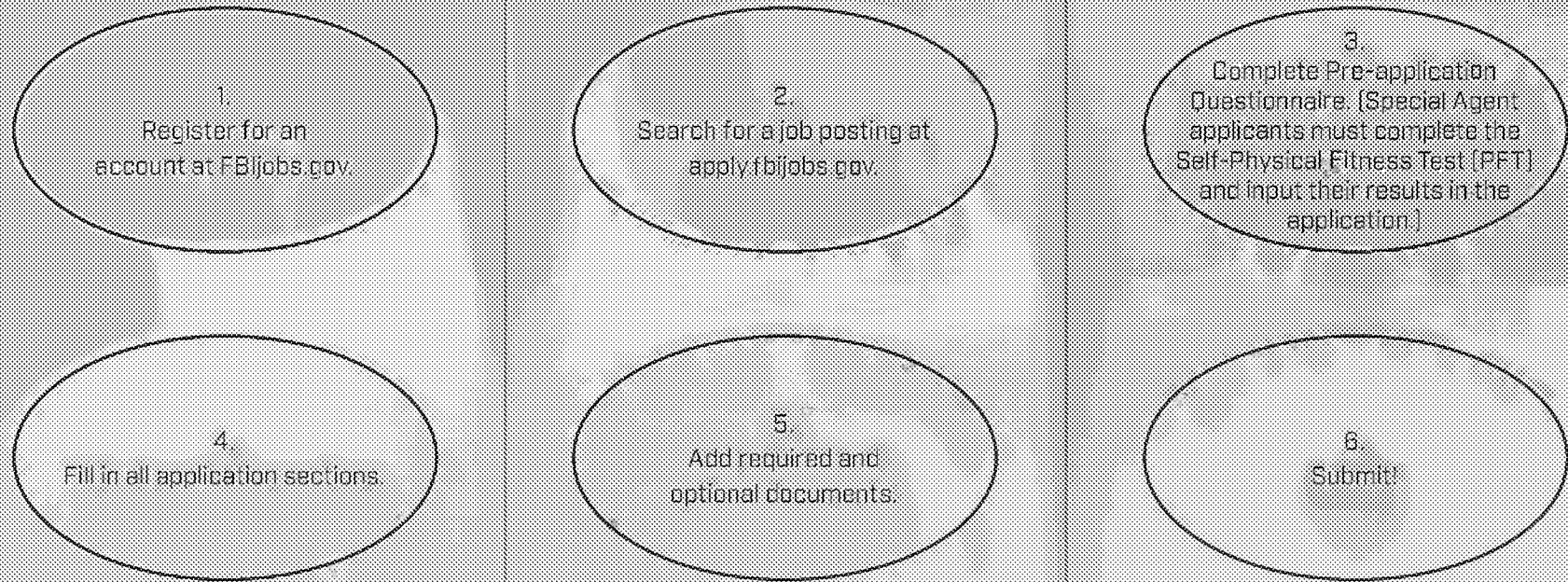
A career at the FBI provides the opportunity to work among the best. We have more than 35,000 special agents and professional staff who work across the globe to protect the United States from terrorism, espionage, cyberattacks and major criminal threats.

While there are dozens of career paths from which to choose, we are one FBI. That means we have a diverse, inclusive culture of employees from all walks of life. We provide a career like no other and that means our principles and values set us apart from traditional Fortune 500 companies. You can feel like you are a part of something bigger, something that helps save lives and keep America safe.

At the FBI, you will have unique opportunities. We will challenge, support and encourage you to forge a career path with other dedicated employees working for the same critical mission. In this way, we are one family — one FBI.



APPLYING AT-A-GLANCE



TIMELINE W/VARIOUS EVENTS CALLED OUT LARGER

1908 Creation of a special agent force within the US Department of Justice.	1935 Agency officially became the Federal Bureau of Investigation at	1941 FBI seal, as currently depicted, came into limited use at this time. The prior	1950 The FBI initiated the Ten Most	1963 Lee Harvey Oswald assassinated President John F. Kennedy in Dallas, TX. President Lyndon B. Johnson ordered the FBI to investigate the murder.	1968 James Earl Ray assassinated Dr. Martin Luther King, Jr. in Memphis, TN. The FBI opened a special investigation based on the violation of Dr. King's civil rights	1975 The J. Edgar Hoover FBI Building was formally dedicated.	1987 Fawaz Younis became the first suspected foreign terrorist arrested by the Bureau for	1989 a crime perpetrated against Americans on foreign soil. In March 1989, a US District Court sentenced Younis to 30 years for the hijacking of a Jordanian plane carrying	1997 The FBI announced its new National DNA Index System (NDIS). NDIS allows forensic	September 11, 2001 Following the massive terrorist attacks against New York and Washington, the FBI dedicated 7,000 of its 11,000 special agents	and thousands of FBI support personnel to the investigation.	2011 President Barack Obama announced	that Osama bin Laden — a Most Wanted terrorist and the mastermind of the 9/11 attacks — had been killed in Pakistan by US forces.	2013 James B. Comey was sworn in as Director of the FBI.	
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WHAT WILL YOUR IMPACT BE?

The Federal Bureau of Investigation's (FBI) mission is to protect the American people and uphold the Constitution of the United States. We defend the rights of citizens from all enemies, both foreign and domestic.

Whether behind the scenes or on the front lines, all FBI employees work toward the same critical mission in a career truly unlike any other. In this way, we are one FBI.

Here's a look at life inside the FBI. Join us!

Our Vision

Ahead of the threat through leadership, agility and integration.

Our Priorities

Protect the United States from terrorist attacks.

Protect the United States against foreign intelligence operations and espionage.

Combat public corruption at all levels.

Combat major white-collar crime.

Combat significant violent crime.

Combat transnational/national criminal organizations and enterprises.

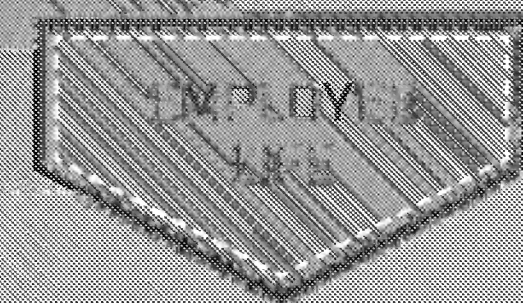


Protect civil rights.

Protect the United States against cyber-based attacks and high-technology crimes.

Our Culture: More than Expected

We have a diverse culture of employees who make us one unified family — with some cool perks.



Family and Youth Programs
We support families and employees through activities and events focused on literacy, volunteering, diversity and inclusion.



Community
We do a lot of good, not only through activities such as 5Ks, Breast Cancer Awareness programs and a Crisis Response K-9 Calendar.



Advocacy and Integrity
We support and advocate for victims and employees at all times.



Inclusive
We operate in a honest, steadfast and accountable in everything we do.



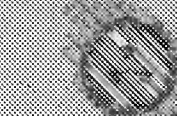
Recognition
We recognize employee growth and accomplishment through award and incentive programs.



Training and Support
We invest in our employees through student loan repayment, training and continuing education programs.



Collateral Duties
We encourage employees to contribute to our mission by participating in operational training activities and joining our Evidence Response Teams.

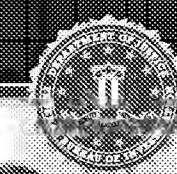


Leadership Development
We foster leaders at all levels through leadership and supervisor development programs.



OUR core VALUES: Rigorous Obedience to the Constitution • Respect • Compassion • Fairness • Integrity • Accountability • Leadership • Diversity

FBI CAREERS



A CAREER LIKE NO OTHER

Doing good for a living is a different way to lead your life. It's not about the money. It's about accomplishing something good for people who need you. That's what it means to do work with moral content.

Career Paths at the FBI

A Career Like No Other

At the FBI, we do complex work that is challenging and rewarding for people with diverse backgrounds.

Operations and Intelligence Careers

- » Special Agents
- » Intelligence Analysts
- » Contract Linguists
- » Surveillance Specialists

Specialized Careers

- » Science, Technology, Engineering and Mathematics (STEM)
- » Arts and Communication
- » Accounting and Finance
- » Business Analysis and Administration
- » Facilities and Logistics
- » Legal
- » Medical and Counseling
- » Police and Security

Applicant Process

If you're inspired by our mission and excited to start a career like no other, here's what you need to know about the application process.



STEP 1
INFORM & APPLY

Visit FBIjobs.gov to view careers and open positions.



STEP 2
INTERVIEW & SELECTION

The hiring process varies depending on the job. For careers like Special Agent or Intelligence Analyst, the hiring process can take a year or more.



STEP 3
CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, candidates will undergo an extensive background investigation, including:

- » Polygraph examination
- » Interviews with former and current colleagues, neighbors, friends, etc.
- » Drug test
- » Credit and records checks



STEP 4
FINAL JOB OFFER & ONBOARDING

Once accepted, all new employees attend Quantico for a short new employee introduction course. Employees in Special Agent, Intelligence Analyst, or other positions will remain at Quantico for job-related training.

Employment Eligibility

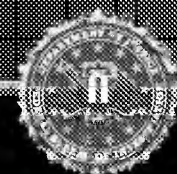
Minimum Qualifications

- You must:
- » Be a U.S. citizen.
 - » Be able to obtain a Top-Secret Clearance.
 - » Possess a valid driver's license.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.

- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Conviction of a crime involving moral turpitude.
- » Failure to pay court-ordered child support.
- » Failure to file federal, state or local income tax returns.



FIND US:

FBIJOBS.GOV

[@FBIJOBS](https://www.facebook.com/FBI)

[FACEBOOK.COM/FBI](https://www.facebook.com/FBI)

[LINKEDIN.COM/COMPANY/FBI](https://www.linkedin.com/company/fbi)

The FBI is an equal opportunity employer.

A Moment in Time: The Boston Marathon Bombing

APRIL 15, 2013

Rarely is an entire organization — nearly every department, at virtually every level — called upon to respond to a single critical situation. As the lead agency investigating the Boston Marathon bombings, the FBI's response was immediate and enormous.

This infographic illustrates how FBI employees worked as one team across departments and offices to accomplish their mission.

LEGATS (FBI INTERNATIONAL OFFICES)

Actions Taken
Coordinated with international law enforcement partners to share information from site investigation.

Positions Involved
• Special Agents
• Intelligence Analysts

CRITICAL INCIDENT RESPONSE GROUP (CIRG)

Actions Taken
Deployed surveillance specialists nationwide via air and land to assist in search for suspects. Agent from each of the 100 FBI field offices was in the scene.

Positions Involved
• Surveillance Specialists
• Investigators
• Special Agents
• Intelligence Analysts
• Critical Response Team

FIELD SOURCES DIVISION

Actions Taken
Office of Criminal Investigations and the Health and Visitor Service of FBI personnel at the scene.

Positions Involved
• Operational Nurses

BOSTON FIELD OFFICE

Actions Taken
Lead the investigation and incident response, engaged with public and private sector partners to track the suspects, locked down areas of Boston, and conducted victim counseling, assistance and witness interviews.

Positions Involved
• Special Agents
• Intelligence Analysts
• Forensic Accountants
• Computer Scientists
• Staff Operations Specialists
• Operational Support Technicians
• IT Specialists
• Forensic Examiners
• Operations Technicians
• Forensic Photographers
• WMD Coordinator
• Evidence Response Team
• Special Agent Bomb Technicians
• Special Weapons and Tactics

LABORATORY DIVISION

Actions Taken
SUS-18A items were analyzed to identify the chemical makeup of the explosives.

Positions Involved
• Cryptanalysts
• Chemists
• Incendiary/Explosive Devices Analyst

CRIMINAL INVESTIGATIVE DIVISION

Actions Taken
Cellular Analysis Survey Team (CAST) conducted site surveys to identify cell towers to determine the location of suspects at the Marathon.

Position Involved
• Special Agents

OFFICE OF ASSISTANCE

Actions Taken
Counseled victims and their families and conducted witness interviews.

Positions Involved
• Victim Specialists
• Psychologists
• Employee Assistance Counselors

DIRECTORATE OF INTELLIGENCE

Actions Taken
Translated testimony from victims. Provided analysis and translation as needed.

Positions Involved
• Language Analysts
• Intelligence Analysts

OPERATIONAL TECHNOLOGY DIVISION

Actions Taken
Pulled data submitted by the public and analyzed to search for anomalies and red flags. Conducted review of suspects' electronic devices.

Positions Involved
• Intelligence Analysts
• Electronics Surveillance Operations Technicians
• Computer Scientists
• IT Specialists
• Forensic Examiners
• Electronics Engineers

NEW YORK & WASHINGTON FIELD OFFICES

Actions Taken
Counterterrorism squads worked to identify any potential additional threats in these areas.

Positions Involved
• Special Agents
• Intelligence Analysts
• Staff Operations Specialists

DOMESTIC TERRORISM DIVISION

Actions Taken
Managed the strategic deployment of resources and incident response across the country.

Positions Involved
• Special Agents
• Intelligence Analysts
• Staff Operations Specialists

FINANCIAL CRIMES DIVISION

Actions Taken
Conducted a search for financial records related to the bombing.

Positions Involved
• Budget Analysts
• Accountants

OFFICE OF PUBLIC AFFAIRS

Actions Taken
Worked with local and national media to publicize the suspects' images, distribute press releases and encourage the public to submit tips and information to the FBI.

Positions Involved
• Public Affairs Specialists
• Writers/Editors

OFFICE OF GENERAL COUNSEL

Actions Taken
Provided legal counsel on all investigative efforts.

Position Involved
• General Attorneys

ONE FBI

FBI: A Brief History

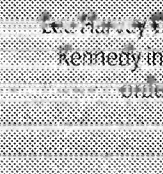
The FBI has a long and dynamic history of cases and activities that have helped shape our country's narrative. This timeline highlights several of the events that have helped the FBI become the national security and law enforcement agency it is today.



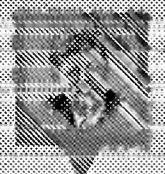
1924
J. Edgar Hoover appointed as FBI Director. Begins "G-Men" and gang enforcement.



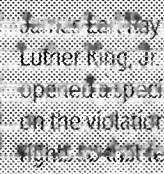
1935
The agency officially becomes the Federal Bureau of Investigation at the beginning of Fiscal Year 1936.



1963
Lee Harvey Oswald, Jr. is killed in Dallas. President Lyndon B. Johnson ordered the FBI to investigate the murder.



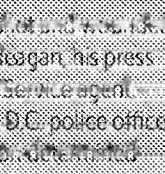
1968
James Earl Ray is arrested for the murder of Dr. Martin Luther King, Jr. in Memphis. The FBI opened an investigation based on the violation of Dr. King's civil rights to fair federal protection in the matter could be established.



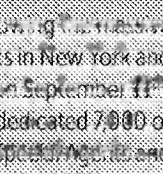
1981
John F. Hinckley Jr. shot and wounded President Ronald Reagan, his press secretary, a Secret Service agent, and a Washington, D.C. police officer. The FBI investigated, and Hinckley acted alone.



2001
Following the September 11 terrorist attacks in New York and Washington, D.C. on September 11, the FBI dedicated 7,000 of its 34,000 special agents and thousands of FBI support personnel to the investigation.



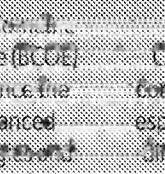
2006
The FBI established the Center of Excellence (COE) to explore and advance the use of new and enhanced electronic intelligence capabilities for integration into operations.



2014
The FBI assisted the Chinese military hackers for computer hacking, espionage and other offenses directed at critical infrastructure, power, metals and solar products industries.



2016
The FBI arrested the Russian spies after a Russian effort to develop sources of information for U.S. policy-making circles.



2018
The FBI released the FBI's National Cyber Investigative Joint Task Force (NCIJTF) to the nation's federal government cyber threat response centers.



2019
The FBI arrested the Russian spies after a Russian effort to develop sources of information for U.S. policy-making circles.



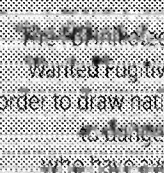
WHAT WILL
YOUR
IMPACT BE?
JOIN US & FIND OUT.
FBI.DIGS.GOV

1929-1931



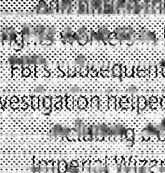
Investigations into the notorious Prohibition cases resulted in several convictions.

1950



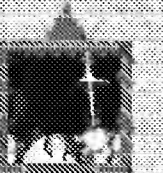
The FBI launched the National Wanted Fugitives Program in order to draw national attention to dangerous criminals who have evaded capture.

1960



Ku Klux Klan (KKK) members burned a white supremacist newspaper in Philadelphia. The FBI's subsequent Mississippi Burning investigation helped convict eight men, including a deputy sheriff and the Imperial Wizard of the Ku Klux Klan.

1964



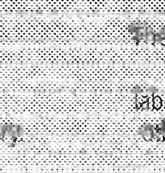
The FBI's investigation of the assassination of President John F. Kennedy led to the conviction of Lee Harvey Oswald.

1972



A federal grand jury indicted a Democratic Congressman (Watergate) caused the FBI to become involved in one of the most politically sensitive investigations in the FBI's history. It led to President Nixon's resignation.

1997



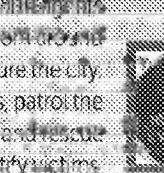
The FBI launched its new National DNA Index System (NDIS). NDIS allows forensic science laboratories to link serial violent crimes to each other and to known sex offenders through the electronic exchange of DNA profiles.

2005



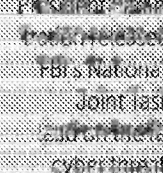
Hours after Hurricane Katrina struck New Orleans, the FBI and other personnel went to the country helped secure the city, answer emergency calls, patrol the streets, coordinate search and rescue operations and identify victims.

2010



Ten Russian spies were arrested after a Russian effort to develop sources of information for U.S. policy-making circles.

2018



The FBI released the FBI's National Cyber Investigative Joint Task Force (NCIJTF) to the nation's federal government cyber threat response centers.

2019



The FBI arrested the Russian spies after a Russian effort to develop sources of information for U.S. policy-making circles.